

**STATE HUMAN RELATIONS COMMISSION  
FULL COMMISSION MEETING MINUTES  
DOVER, DELAWARE**

**THURSDAY, February 8, 2018**

The February monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, 1<sup>st</sup> Floor Hearing Room, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4<sup>th</sup> Floor SOS Conference Room, Wilmington, Delaware.

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**Attendance:**

**Commission Members Present:** Chairperson Calvin Christopher. Commissioners Jamaal Bivens, Chok-Fun Chui, Bernice Edwards, Earnest Gulab, Kerri Harris, Prameela Kaza, Nancy Maihoff, Lorenzo Murdaugh, Olga Ramirez, Walter Smith, Robert Watson Jr., Rosemarie Williams, and Dolores Finger-Wright. DAG Carla Jarosz.

**Commission Members not present** Vice Chair Gail Launay-Tarlecki (UE), Commissioners Diaz Bonville (E), Whittona Burrell (E), and Erika Caesar (UE)

**Staff from Division of Human Relations Office:** Romona Fullman, Vincent Petroff, and Annette Fletcher

**Members of the public present:** None.

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**I Call to Order**

Chair Christopher called the meeting to order at 5:44 p.m. followed by a period of silent meditation.

**II Approval of Minutes**

The minutes of the November SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Olga Ramirez. Robert Watson seconded the motion. A vote was taken, motion carries with no opposition.

**III Members of the Public Present:**

None

**IV Chair's Report**

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
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<p>Chair's Report- Chair Calvin Christopher reported</p> <p>Meeting with Secretary of State Jeff Bullock – Proposed agenda: Reductions (size of SHRC, DHR staff, DHR budget); Role for the SHRC with new Dept. of Human Resources/Office of Diversity &amp; Inclusion/Ivy Report Recommendations (any foreseeable role for SHRC), Election vs. Appointment of SHRC Chair; SHRC Leadership Transition. Commissioners were if any additions to the agenda of the meeting with Sec. Bullock. Commissioner Maihoff asked how other boards handle the need for a temporary disability leave of absence from attendance requirement.</p> <p>Bylaw revisions – Vote needed on bylaw amendment for electing Chair ASAP considering the nomination and election processes take time. Election targeted for June 2018. Thanks to Commissioners who contributed to the proposed bylaws. Options for the process for electing the Chair and Vice Chair (Section II. Bylaws. <i>Option #1:</i> Nomination for Chair. Highest votes = Chair, second highest votes = Vice Chair. <i>Option #2:</i> Nomination for Chair. Highest votes = Chair, Chair appoints Vice Chair <i>Option #3:</i> Nominations for 2 offices, Chair, and Vice Chair.</p> <p>Discussion on breaking a tie vote: Option 1: Governor select. Option 2: a Run-off election</p> <p>DAG Carla Jarocz read Section II of Bylaws in entirety including changes discussed.</p>	<p>Commissioners contact Calvin to add to Sec. of State meeting agenda</p>	<p>Calvin Christopher</p>	<p>February 12, 2018</p> <p>Thursday, February 15 by 5pm</p>
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<p>Motion made (Commissioner Bob Watson) and seconded ( Commissioner Kerri Harris) to accept changes as read by DAG Jarosz.</p> <p>Commissioner Nancy Maihoff asked for consideration of amending Article V- Section 7 regarding the Public Awareness Committee’s responsibilities. She suggested “promote amicable relations” is too vague. Suggested the Public Awareness committee should be operationally defined.</p> <p>Commissioner Kerri Harris asked to go section by section on easy amendments. It was agreed that the discussion and vote on other amendments be deferred to March meeting.</p>	<p>Commissioners to forward recommended bylaws changes to Commissioner Harris. Commissioner Harris to review and forward to DAG Jarosz</p>	<p>Commissioner Harris</p>	<p>Thursday, February 15 by 5pm</p>
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## V Director’s Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<p>Director Romona Fullman shared Kelly’s appreciation for her going away gift along and thank all for their kindness.</p>			
<p>Director Romona Fullman advised that the DOS Joint Finance Committee hearing was held January 31<sup>st</sup>. She thanked Commissioners Burrell, Chui and Ramirez and invited them to share their thoughts on the hearing.</p>			

Director Fullman reported the event held in observance of the 2 <sup>nd</sup> National Day of Racial Healing at the Route 9 Library was a success. Participates included Lt. Governor Bethany Hall-Long and NCC Executive Matt Meyer. She acknowledged Commissioners Watson, Chui, Ramirez, and Burrell) and invited them each to share their perspective on the <u>event</u> .			
Director Fullman reported that the Human Relations Awareness forum planned by Commissioner Whittona Burrell was a great success. The forum focused on the experiences of immigrants in Delaware and featured Commissioners Chui and Gulab as panelists. She reported that participation was good – including 6 Commissioners and 3 Division staff. Several attendees suggested that similar forums be held in each county.	Consider planning similar forums statewide	Public Awareness Committee/Community Response Committee/ Division	
Director Fullman provided an update on the Investigator vacancy in Kent County reporting that interviews are completed. She thanked Commissioner Rosemarie Williams for serving on the interview panel with Vincent Petroff and Ines Hungria.	Select and hire Kent County Investigator	Director Fullman	Late March/Early April 2018
Director Fullman reported that the Division is developing a Training Course Catalog. Considering the staff time and resources involved in outreach and education, and budget issues, some of the courses will have fees attached.	Review/Approval/Publicize Training Courses	Director Fullman	March 2018

Director Fullman called attention to the calendar of events included in the written report. She thanked Commissioner Wright for sharing Black History Month events being held at Delaware State University.	Attend events as schedule permits	All	
Commissioners supported changing the name of the Division. Nancy Maihoff suggested the name include “Equal Rights” or “Human Rights” as these terms better describe the function of the agency. Commissioner Kerri Harris cautioned that some not interpret the term “Civil Rights” to be broadly inclusive. Chair Christopher stated that the name should reflect the current and possible future responsibilities of the Commission/ Division.	Legislative Committee or SHRC in the whole	Chair Christopher	April/May 2018

## VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee</u> – No report.			
<u>Legislation Committee</u> – No report.			
<u>Community Response Committee (CRC)</u> – Commissioner Nancy Maihoff, Chair, reported The Committee met with Reverend Claudia Waters over concerns of racial discrimination at Carver Educational Center. Considering there are lawsuits pending, the Committee is trying to determine what if any role is available to the SHRC. Commissioners Maihoff agreed to assist with organizing documents used to present the matter to the Commission.	Schedule follow-up meeting with Rev. Claudia Waters	Commissioner Maihoff	March 2018

<p>Commissioner Walter Smith suggested the public needs clarity on what issues are appropriate for the public to bring to the Commission, and what actions the public can expect in return. Questions asked included could the SHRC convene a meeting to hear both sides of a complainant that is outside of the DE Equal Accommodations Act.</p> <p>Commissioner Olga Ramirez requested a legal opinion on what the Commission can do on this matter. DAG Carla Jarosz opined the Commission make changes to the statute, rules, and regulations to give the SHRC jurisdiction over education/-related issues. Currently, the SHRC does not have jurisdiction to conduct grassroots mediation. Options currently available - a party can file a complaint with the Division or the Commission can hold a community conversation. DAG Jarosz will discuss other options with DAG Plerhoples</p>	<p>Consider convening a community conversation</p> <p>Identify other engagement options</p>	DAG Jarosz	

## VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p>Sunshine Fund – An envelope was circulated in both Dover and Wilmington for contributions.</p> <p>Christmas Dinner- Commissioner Bob Watson recommended that next year the Commission resume the tradition of holding a business meeting and holiday celebration in December.</p>	Collect and record amount collected	Commissioners	February 8, 2018

DAG willing to conduct training workshops. DAG Jarosz will prepare a list of possible workshop topics. Looking to hold after May 1, 2018.	Develop a list and produce a list of training topics	DAG Jarosz	
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## VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Kerri Harris shared the circumstances of a family of DACA students whose father is facing deportation. One child is a student at DSU. She just learned of the situation and shared with the Commission in the event anyone was aware of resources (sanctuary) or wanted to offer support to the family.	Commissioner Harris will email details Director Fullman will forward to Commissioners	Commissioner Harris	ASAP
Seed Walk from the Statue of Liberty to DC and on Feb 22nd they will be in DE; need housing; show support; do we want to make a statement?	Draft a statement supporting DACA. Commissioner Harris will email details of the date, time, & place for the letter to be delivered	Commissioner Harris	ASAP
Commissioner Bob Watson announced that Commissioner Kerri Harris is running for the U.S. Senate.			
Commissioner Bernice Edwards invited Commissioners to attend a public forum on February 24 <sup>th</sup> at First State Community Action titled "Saving Our Sons." Various topics will be discussed including the school to prison pipeline, re-entry, etc.	Attend forum if available	All	Feb 24th

DAG Jarosz advised that at the next meeting the SHRC can discuss proposing legislation to modify the equal accommodations law to include mental disability for a support animal.	Review DE Equal Accommodations Act	All	By March 8, 2018
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## IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
None Shared			

## XI Meeting Adjourned

Chairperson Calvin Christopher adjourned the Commission meeting at approximately 7:53 p.m.